



# ***JOB ANNOUNCEMENT***

## **ECOLOGIST / RESTORATION BIOLOGIST ENVIRONMENTAL SPECIALIST III or IV (Specialist)**

TECHNICAL SERVICES UNIT

PERMANENT, FULL-TIME POSITION — LOCATION: SAN FRANCISCO (HEADQUARTERS OFFICE)  
OR DISTRICT OFFICE IN SAN DIEGO, LONG BEACH, OR VENTURA

The California Coastal Commission is offering an exciting opportunity for a broadly-trained ecologist preferably with field and research experience in terrestrial systems and ecological restoration who is interested in applying science to public policy decisions. The Commission has a Ph.D. marine ecologist on staff.

The Commission regulates and plans for development within offshore waters and on land along the California coast. The Commission reviews for consistency with the California Coastal Act offshore and onshore energy activities, other offshore development and a large variety of land based development projects ranging from single family dwellings to large hotel complexes, highway projects, and power plants. The Commission also has a broad range of planning, research, and regulatory responsibilities regarding coastal wetlands and other coastal resources.

For more information about the Commission and what we do and to obtain a state application (Form 678), visit our internet website at: <http://ceres.ca.gov/coastalcomm/index.html>

### **The selected candidate's duties will be to:**

- Perform a broad range of complex scientific staff work concerning present and future environmental policies. Will work closely with the Commission marine ecologist.
- Serve as the Commission's in-house biologist providing advice to staff in all Commission offices on a wide range of marine, wetland and terrestrial biological issues. Assist staff in permit application review and Local Coastal Program (LCP) policy review. Involves travel to locations along the entire California coast.
- Represent the Commission on important statewide committees and technical advisory groups dealing with issues such as wetland mitigation, wetland regional planning, resource identification and protection.
- Develop staff recommendations to the Commission and the Legislature on a wide variety of projects, and policies and issues affecting resources within the coastal zone.
- Identify grant-funding opportunities and develop proposals for special projects, manage contracts, and work on approved grants.
- Serve in a variety of forums as a spokesperson for science-based implementation of the Coastal Act.
- Provide training to Commission staff and local governments on a wide variety of biological issues.

### **DESIRED SKILLS AND ABILITIES**

**Subject Area Knowledge** — Knowledge of terrestrial, wetland, and restoration sciences, sampling design, management techniques and policies, and the California Coastal Act. Experience in environmental impact assessment and monitoring. Knowledge of marine and terrestrial resource issues and current experimental design approaches.

**Writing and Editing** — Excellent writing and editing skills including the ability to quickly draft well-written, concise and responsive staff reports and correspondence. Ability to edit staff reports.

**Analytical Skills** — Ability to analyze technical and scientific information, creatively explore alternative approaches, and develop defensible policy positions.

**Good Judgment** — Make practical decisions consistent with available resources, policies, and Commission goals.

**Ability To Act Independently** — Set goals and work with minimal supervision.

**Strong Organization Skills** — Complete work on-time in an efficient, accurate, well-organized, and thorough manner. Able to carry out both short-term focused projects and long-term, more open-ended projects. Able to work well under pressure with multiple priorities.

**Ability to Work Well With Others** — Have a positive attitude, be cooperative, maintain good rapport with the public, government officials, and industry representatives, recognize the needs of others, and treat others with courtesy and respect. Ability to work with others on a team and be a leader.

**Communication Skills** — Present oral staff reports to the Commission, concise, yet thorough briefings to managers, and clear guidance to co-workers. Articulate scientific arguments and Commission positions to committees, advisory groups, and private and public groups.

**Negotiation Skills** — Successfully negotiate solutions to difficult problems or issues. Be comfortable addressing conflicts.

**Eligibility:** Current state employees or persons with current list, transfer or reinstatement eligibility in any relevant class, including Associate or Senior Marine Biologist, Associate or Senior Wildlife Biologist, Associate or Senior Resource Ecologist, Coastal Program Analyst II or III, Environmental Specialist III or Environmental Specialist IV, or other equivalent transferable classification. SROA candidates will be considered. ***The Commission is currently giving open examinations for the Environmental Specialist III and Environmental Specialist IV classifications.. Examination certification is presently scheduled for March 5, 2000. If you are taking these exams and are interested in this position, please file an application as soon as possible.***

NOTE: This biologist position is a part of the statewide Technical Services Unit that is based in the headquarters office in San Francisco. The selected candidate will have duties along the entire California coast. The selected candidate could be located in the headquarters office in San Francisco or a district office in San Diego, Long Beach, Ventura, or possibly Santa Cruz.

**Salary Range:** \$3,800 – \$5,152 per month. Dependent on experience and civil service classification.

**Contact:** Susan Hansch, Chief Deputy Director  
(415) 904-5244

**Experience & Education:** Training and experience in ecology, botany, terrestrial biology, sampling design and/or resource management. Masters Degree or Ph.D. strongly preferred.

**Filing:** Until position is filled. We hope to fill this position as soon as possible in March 2000. Please submit a standard State Application Form #678 (Put job title for this position in Box #1), resume, and writing sample. Only the most qualified will be contacted for an interview. No relocation expenses will be offered.

Personnel Office  
California Coastal Commission  
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San Francisco, CA 94105-2219  
(415) 904-5430 or CalNet 539-5430

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